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ABSTRACT

The Community College Exchange Program (CCEP) is a consortium of community and technical colleges in the United States and abroad designed to establish and facilitate opportunities for administrator, faculty, and staff exchanges. Benefits associated with membership in the CCEP include low cost faculty and staff development, staffing flexibility, the ability to share new and innovative ideas, an alternative to short-term hiring or use of part-time faculty, the ability to create new programs or services in a different environment, opportunities for renewal by working in a different setting, and retraining and cross-training opportunities. Exchanges through the CCEP occur through the following three conditions: (1) person for person, the most common condition which exists when a person from another college or location is required; (2) replacement dollars, a condition in which a college requires a specified amount of dollars to be given to the exchange's college of origin; and (3) occasions where no conditions are associated with the release of an exchange applicant and in which the exchange applicant's college continues to pay their salary and benefits. Appendixes include lists of 1995-96 CCEP and National Faculty Exchange member colleges and a CCEP membership form. (TGI)

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INTERNATIONALIZING YOUR DEPARTMENTS AND COLLEGES THROUGH FACULTY AND STAFF EXCHANGES

By

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Paper Presented at the
Fifth Annual International Conference for
Community & Technical College Chairs, Deans and Other Organizational Leaders
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Biographical Sketch

Dr. Gary Filan is presently serving as the Executive Director of the National Community College Chair Academy. In 1989, Gary, along with a group of department/division chairs from throughout the Maricopa Community Colleges, started a grass roots movement in pursuit of looking at the administrative and academic training needs of chairs and deans within the community & technical college sector. Since 1989, a series of need assessments, research activities, and the development of several leadership training pilot programs, were conducted to meet this leadership training need for chairs and deans. As a result of these initial efforts, the National Community College Chair Academy was created in 1991.

The Chair Academy's main purpose and focus is to "Advance Academic Leadership" for Chairs and Deans within community colleges, worldwide. Gary is presently responsible for working with a team of professionals in administering all the programs and services offered through the Academy.

Prior to serving in this position, Gary served as the Associate Dean of Arts, Humanities and Social Sciences for Mesa Community College, one of the ten colleges that comprise the Maricopa Community College District. As Dean, he was responsible for working with ten different academic departments who reported directly to him. Prior to serving as Dean, he was the Organizational Development Specialist for the Maricopa Community College System of colleges. Gary has also worked in the private sector and was vice-president of a communications and design company based in Tempe, Arizona.

Gary received his Doctorate degree in Educational Technology from Arizona State University and a Master's degree in Instructional Design and Media from University of Toledo. He has served on various national and local board, and was awarded the National Council for Staff, Program and Organizational Development prestigious "Leadership Award." He makes numerous presentations at local and national conferences, publishes in national journals, and consults with community colleges throughout the United States and abroad as well as with a variety of Fortune 500 companies in business and industry in the area of Organizational Development.

ACADEMY

Community College Exchange Program

The Community College Exchange Program (CCEP) is one of many programs coordinated by the National Community College Chair Academy (NCCCA). The CCEP is a consortium of community/technical colleges from across the United States and abroad, who are interested in individual and institutional growth and development through exchange. The CCEP is also connected with the National Faculty Exchange (NFE), which coordinates the exchange program for universities. The purpose of the CCEP is to establish and facilitate opportunities for exchange of administrators, faculty, and staff members. This program is not intended to replace careful hiring of new faculty/staff or to replace sabbatical programs.

There are presently over 300 community/technical colleges and universities who are members of either the CCEP or NFE (see Attachment A for a listing of members). There are a great number of benefits associated with being a member of the CCEP. Benefits such as:

- low cost faculty/staff development option
- staffing flexibility
- sharing of new and innovative ideas
- alternative to short-term hiring or use of part-time faculty
- ability to create new programs or services in a different environment
- opportunity for renewal by working in a different setting
- retraining/cross training opportunities

The description below, "An Artist Goes West," truly exemplifies the benefits associated with exchange:

An Artist Goes West

"A couple of months ago I received a letter from my Fine Arts Department Chair at Cal State, Bakersfield, along with a bunch of videotapes that we made of a three-week symposium on women's imagery in art, a symposium that I organized last year. In his letter, the Chair thanked me for shaking up the troops and generally providing a shot in the arm. As I think about his letter, it reminds me that I must thank all those involved with making the faculty exchange possible, for I, myself, experienced that kind of shot in the arm.

I am a tenured professor of some 27 years. I've done everything in my department that was fun and challenging, from exhibitions to being Chair. I was bored, too involved in politics, and was pursuing a very well-defined path as a successful artist in Buffalo. What happened in Bakersfield was kind of a love affair of great mutual benefit, I thought. I experienced and survived complete change: courses, responsibilities, landscape, climate, mobility, new art media, new perspectives, a new sense of contribution and work. I drove 46,000 miles. I experienced a vastness of this country in a new way. I visited every major art museum from New York City south and west except Washington and Atlanta, as well as a few minor ones, and hundreds of art galleries and exhibitions. There are 110 art

galleries in Santa Fe alone! I visited a dozen or so art schools, sat in on classes, and taught with other Foundation faculty. I taught four new courses, I attended two conferences, and six seminars. I won a medal in a 5K race; kept a sketchbook; kept a daily diary; took 5,000 slides; developed and printed several hundred photographs; finished six 7' x 6 1/2' drawings and fourteen pastel drawings. I had a one-person exhibition and found an art dealer in LA who sold five pieces of my work; I ate all the calamari I could possibly find; I went to an Indian Pow Wow; and picked wild flowers. I learned about oil fields, farms and orchards, red necks, Merle Haggard and the Texas two-step, the heritage of the Dust Bowlers, and I slept under the stars in California. I hiked; climbed mountains; rode a mule down the Grand Canyon; and watched the sunset all alone with the Indian Spirits. It rained on me in the desert; and I hitchhiked 70 miles from nowhere from the Navajo Reservation.

In short, politics don't matter anymore. I have materials enough for a thousand drawings. I know exactly where I'm going and what I'm going to do when I get there. I bore my students to death with California stories, but I'm determined that they'll take risks, that they'll do something besides TV, and that they'll search for the realization of their dreams."

Shirley Kassmann, Professor of Art, State University College at Buffalo

It is important to understand that unless otherwise specified, the home institution from where the exchange person resides will continue to pay their salary and benefits. There are three basic conditions under which an exchange can occur:

- **Person for Person** - A condition for an exchange in which a person from another college or location is required. This person may or may not be from the same discipline. This type of condition is the one that most people are familiar.
- **Replacement Dollars** - A condition in which a college requires a specified amount of dollars to be given to the exchange person's college in order to receive this person. This type of condition is quite often very beneficial in that most colleges require dollars equivalent to part-time faculty or staff wages and usually send personnel whose salaries are much greater. In other words they use the replacement dollars to hire part-time people to replace the faculty or staff person for duration of the exchange. It should also be mentioned that this replacement dollar amount can and is usually negotiated between colleges.
- **No Condition** - This condition means that their are no conditions associated with the release of their exchange applicant and that the college will continue to pay for the exchange person's salary and benefits. This condition usually occurs due to someone utilizing their sabbatical leave or from a college who simply is supporting their employee's professional growth and development. Sometimes it occurs when a college is interested in sending their employee to a specific college in order for them to obtain skills and information relating to a specific area of need at their own college.

The CCEP quite often meets exchange applicant conditions by utilizing an "applicant pool." This means that an applicant from one college may be replaced by an applicant from a third college, therefore, two and three way exchanges may occur through the use of the applicant pool.

If you are interested in becoming a member of the CCEP (see Attachment B) simply return the membership form or call the CCEP Central Office at (602) 461-7324 for additional information.

ATTACHMENT A

CCEP 95-96 List of Member Colleges

Code	Name	State/Ctry
5003	Lethbridge CC	AB Canada
5004	Mount Royal Coll	AB Canada
5005	Northern Alberta Inst	AB Canada
5006	Red Deer Coll	AB Canada
5007	S Alberta Inst of Tech	AB Canada
201	Univ of Alaska	AK
202	Univ of Alaska	AK
301	Cochise Coll	AZ
302	*Maricopa County	AZ
304	Yavapai Coll	AZ
5101	*Centre for Curr &	BC Canada
5101A	BC Inst of Tech	BC Canada
5101B	Camosun Coll	BC Canada
5101C	Capilano Coll	BC Canada
5101D	Univ Coll at the	BC Canada
5101E	Coll of New	BC Canada
5101F	Douglas Coll	BC Canada
5101G	East Kootenay CC	BC Canada
5101H	Emily Carr Inst of	BC Canada
5101I	Univ Coll of the	BC Canada
5101J	Kwantlen Coll	BC Canada
5101K	Malaspina Univ-Coll	BC Canada
5101L	North Island Coll	BC Canada
5101M	Northern Lights Coll	BC Canada
5101N	Northwest CC	BC Canada
5101O	Okanagan Coll	BC Canada
5101Q	Selkirk Coll	BC Canada
5101R	Vancouver CC	BC Canada
5101S	Langara College	BC Canada
405	City Coll of San	CA
408	Cuesta Coll	CA
414	Miracosta CC	CA
416	Palomar Coll	CA
417	*Peralta CC	CA
425	*Yosemite CC	CA
426	Yuba CC District	CA
427	Victor Valley CC	CA
701	American Assoc	DC
702	American Council on	DC
805	*Okaloosa-Walton	FL
806	Miami-Dade	FL
1103	College of Dupage	IL
1106	Joliet JC	IL
1112	William Rainey	IL
1113	National Faculty	IN
1301	Johnson Cty CC	KS
1703	Middlesex CC	MA
1704	Northern Essex CC	MA
1901	*Minnesota State	MN
1901A	Anoka-Ramsey CC	MN
1901B	Austin CC	MN
1901C	Brainerd CC	MN
1901D	Cambridge CC	MN
1901E	Duluth Center	MN
1901F	Fergus Falls CC	MN
1901G	Fond du Lac CC	MN
1901H	Hibbing CC	MN
1901I	Inver Hills CC	MN
1901J	Itasca CC	MN
1901K	Lakewood CC	MN
1901L	Mesabi CC	MN
1901M	Minneapolis CC	MN
1901N	Normandale CC	MN
1901O	North Hennepin CC	MN
1901P	Northland CC	MN
1901Q	Rainy River CC	MN
1901R	Rochester CC	MN
1901S	Vermilion CC	MN
1901T	Willmar CC	MN
1901U	Worthington CC	MN
2101	Metropolitan CC	MO
2401	Brookdale CC	NJ
2403	County Coll of	NJ
2604B	Jefferson CC	NY
2620	Borough of	NY
2802	Lorain County CC	OH
2806	Univ of Toledo	OH
5301	Canadore Coll Appl	ON Canada
5302	George Brown Coll	ON Canada
5303	Humber Coll App	ON Canada
5304	Lambton Coll	ON Canada
5305	Mohawk Coll	ON Canada
5306	Sault Coll Appl	ON Canada
5307	Seneca Coll Appl	ON Canada
5311	Niagara Coll	ON Canada
3003	Lane CC	OR
3102	CC of Allegheny	PA
3103	Harrisburg Area CC	PA
3402	*Dallas CCC District	TX
3403	El Paso CCC	TX
3404	Houston CC System	TX
3405	Lee Coll	TX
3407	N Harris Montgomery	TX
3410	Tyler JC	TX
3407	North Harris	TX
3801	Blackhawk Technical	WI
3803	Madison Area Tech	WI
3804	Waukesha County	WI
3903	Laramie County CC	WY
5501	Yukon Coll	YT Canada

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ATTACHMENT A

NATIONAL FACULTY EXCHANGE MEMBERS 1995-96

Alabama
- **3101** University of Alabama

Alaska
- **8102** University of Alaska Anchorage

Arizona
- **7102** Arizona State University
- **7101** Northern Arizona University

California
- **8205** California Polytechnic State University at Pomona
- **8204** California State University, Bakersfield
- **8214** California State University, Hayward
- **8220** Samuel Merritt College
- **8221** University of California at Santa Cruz

Colorado
- **6102** Colorado State University
- **6115** University of Southern Colorado
- **6108** Western State College of Colorado

Connecticut
- **1101** Eastern Connecticut State University

Florida
- **3304** Florida Atlantic University
- **3305** Florida International University

Hawaii
- **8301** University of Hawaii at Hilo

Illinois
- **4108** Bradley University

Kentucky
- **2208** Alice Lloyd College

Louisiana
- **3501** Southeastern Louisiana University

Maryland
- **2302** Towson State University

Massachusetts
- **1306** Berklee College of Music
- **1307** Bradford College

Michigan
- **4505** Ferris State University

Mississippi
- **3602** Mississippi State University

Missouri
- **4703** Southwest Missouri State University

Nebraska
- **4802** Chadron State College
- **4803** Doane College
- **4804** University of Nebraska-Lincoln

Nevada
- **6401** University of Nevada, Las Vegas

New Jersey
- **1509** Bergen Community College
- **1510** County College of Morris

New Mexico
- **7201** New Mexico State University

New York
- **1601** Dowling College
- **1627** Iona College
- **1628** St. Thomas Aquinas College
- **1605** SUNY College at Buffalo

North Carolina
- **2410** Catawba College
- **2403** Winston-Salem State University

Ohio
- **5106** Hiram College
- **5104** Miami University
- **5103** Wright State University
- **5107** Youngstown State University

Oregon
- **8402** **Southern Oregon State College**

Pennsylvania
- **1709** California University of Pennsylvania
- **1702** Indiana University of Pennsylvania
- **1720** Lycoming College
- **1703** West Chester Univ. of Pennsylvania

Puerto Rico
- **3803** Inter American Univ of Puerto Rico
- **3802** Univ of Puerto Rico, Rio Piedras

Rhode Island
- **1801** Rhode Island College
- **1804** Roger Williams University
- **1802** University of Rhode Island

South Dakota
- **5201** South Dakota State University

Tennessee
- **2502** Tennessee Technological University
- **2503** University of Tennessee, Knoxville

Texas
- **7408** University of Houston
- **7402** University of Texas at El Paso

Utah
- **6503** Southern Utah University

Virginia
- **2608** Averett College
- **2604** Old Dominion University
- **2708** Virginia Tech

Washington
- **8506** Central Washington University
- **8502** Pacific Lutheran University

West Virginia
- **2802** Shepherd College

AUSTRALIA

Victoria
- **8603** Royal Melbourne Institute of Technology

CANADA

Quebec
- **9301** Concordia University

MEXICO

- **3901** Universidad Autonoma de Guadalajara

ED ASSOCIATIONS

Colorado
- **6114** Western Interstate Commission for Higher Education (WICHE)

District of Columbia
- **2715** American Assoc. of Collegiate Registrars and Admissions Officers (AACRAO)
- **2711** American Association of State Colleges and Universities (AASCU)
- **2716** American Association of Univ Professors
- **2714** American Association of Catholic Colleges and Universities (AACCU)
- **2721** American Council on Education (ACE)
- **2712** Association of American Colleges and Universities (AAC&U)
- **2713** Council for International Exchange of Scholars (CIES)
- **2718** Council of Independent Colleges (CIC)
- **2719** National Assoc. - Equal Opp. in Higher Ed

Indiana
- **4250** National Faculty Exchange

New York
- **1650** National Student Exchange

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ATTACHMENT B

COMMUNITY COLLEGE EXCHANGE PROGRAM (CCEP)
A Program of the National Community College Chair Academy
Sponsored by the American Association of Community Colleges, the League for Innovation in the Community College, and Maricopa Community Colleges

1996-1997 INSTITUTIONAL MEMBERSHIP AGREEMENT

The party named below hereby enters into an agreement which authorizes the Community College Exchange Program, also known as the CCEP, to broker exchanges between the institution named below and other institutions cooperating with the program. The CCEP and the contracting institutions agree to negotiate these exchanges using policies and procedures outlined in the CCEP Handbook and summarized in the Terms of Participation.

The Community College Exchange Program is based on the common trust and good faith of all participating institutions. It is the intention of the CCEP that equal treatment be provided by all participating institutions and individuals. The CCEP is not liable to the contracting institution or the exchange participant for benefits not provided by the sending or receiving institution.

In signing this agreement, the contracting institution signifies that it has complied with the CCEP's Terms of Participation. This agreement should be signed by an official of the institution empowered to approve membership in the Community College Exchange Program.

Name of Institution _____

Address _____

City, State, Zip _____

Name and Title of Exchange Coordinator(s) _____

_____

Telephone Number _____

_____
Signature of an Official of the Institution Title Date

_____ Enclosed is our institutional membership fee for the academic year, 1996-97. (Make check payable to the Community College Exchange Program and mail the payment to Gary Filan, CCEP National Coordinator, Mesa Community College, 1833 West Southern Avenue, Mesa, AZ 85202.)

_____ Invoice is needed in order to process payment of membership fee.

Circle one:

1. Single college (campus) with less than 150 faculty and staff.....$125.00
2. Single college (campus) with over 150 faculty and staff $200.00
3. Two or three college (campuses) system.....$325.00
4. Four to nine college (campuses) system $500.00
5. Ten or more college (campuses) system $750.00

(Please note: there is an annual charge of $100 for postage and mailing costs for systems with ten or more colleges or campuses, which is due and payable at the same time annual dues are paid.)

Upon receipt of the membership fee, the CCEP Central Office will notify you when training will occur for the CCEP college coordinators. In addition, the CCEP Handbook, which describes the exchange program in detail, along with other program materials will be given to your CCEP college coordinator at the training session.